

Racial Disproportionality in the Child Welfare and Juvenile Justice Systems
Committee Minutes
August 18, 2005
9:30 a.m. – 11:30 a.m.

Participating Members: Monique Busch, Megan Chaille, Tammy Robinson, Clara Anderson, Alfreda Singleton-Smith, Delores Kennedy-Williams, Lisa McGuire, Michelle Tennell, Darrell Gordon, Pat Howes, Rick Snyder and Devina Jani

Jane and Angela are still very much invested in the cause of the committee and the prospected scope. However due to conflicting schedules neither individual was able to make the meeting. The group came to a consensus that meetings should still be held at the government center to reassure individuals that the group is in existence.

June Minutes were accepted.

Reports:

Objective C:

Training of all public and private professional who work with children and families

Membership: Delores and Lisa

Newly Added Membership: Pat

The first step in Delores and Lisa's Initial Plan was to meet with Kay Osborne prior to today's meeting. However due to a death in the family, Kay had to cancel their scheduled meeting. The intended topics of discussion were identifying core cultural competency trainings used by DCS, and brainstorming goals.

Suggestions to Members:

- Research Institute for Training in Columbus, Ohio
Same research facility currently used by the State to present trainings.
Focus on Session 7: Trainers ability to *translate* "pieces/issues" to audience PROPERLY without being culturally insensitive.
- Discuss FAKT training
- Acknowledge that Indiana is not addressing the issue.
- Identify how to help people be okay with how "beads" look in the jar ... full of color or all a majority one color. – Understand the essentials of relationships and establishing the contact and links between pieces
- How would we be able to involve policy makers in the training component?
- Clearly state that the goal is not to be "racially sensitive" but to strive for cultural competency by using transferring skills.
- Training should be structured where it is implemented from the top down
- Training should incorporate all aspects: race, religion, age, norms etc
- Developing pre and post cultural competent test may be needed
- Identify what has worked for other states.
Look at the curriculum that is already established.

What has been done well?

Review the Racial Consortium of University of Illinois.

- Utilize Program Improvement Plan (PIP) and other sources to address dilemma of limited resources and/or time constraints (PIP is currently not accessible through CBI website).

Additional Comments:

- A statement was made that although the Hispanic community is growing rapidly, currently the majority minority population is Blacks. Would our focus be Blacks or Hispanics? Also we do not want to forget the Native American population, therefore how do we intend to address this in training?

Objective A:

Research Committee

Membership: Megan, Monique, and Ronnie

Newly Added Membership: Michelle

Deleted: Data collection, analysis and dissemination

Megan and Monique are in their final stages of their annotated bibliography. The bibliography will be structured in a manner that can be distributed to others to increase awareness. Their next step is to look at all the data currently given to them and research valid databases to use as resources.

Objective B&E:

Increase awareness that Indiana has disproportional representation of children of color in child welfare and juvenile justice systems/services.

Promote public policies in the state that addresses disproportionality in child welfare and juvenile justice system.

Membership: Alfreda and Clara

Newly Added Membership: Tammy

Alfreda and Clara have brainstormed alternative ways to spread the word about DMC in the child welfare and juvenile justice systems. Sharing with persons on our distribution lists is a start. Introducing the topic to EVERYONE by EVERY means is the goal. The purpose of increasing awareness is to allow individuals to begin to think about what really is going on and engaging them to in the topic. By reiterating the importance that DMC is not only occurring in the child welfare and juvenile justice systems but other areas as well and is a statewide problem people will become engaged. Therefore, it is important that participation from others is documented before policy changes are requested. The theory stands that the more people behind our scope the more empowering we are as a unit. The next step will be identifying an ambitious forefront person to deliver the message – succinctly.

Update: Indiana Criminal Justice Institute (ICJI)

As a result of the reauthorization of the JJDP Act in 2002 it is mandated that DMC be addressed throughout the system. If Indiana fails to get within protocol they are at risk of losing 25% of their funds. Recently Disproportionate Minority Confinement has been changed to Disproportionate Minority Contact. ICJI has made extraordinary progress and taken the initiative

to be involved in all committees, coalitions, and organizations interested in DMC. The ICJI revised 3 year plan to the OJJDP is due in March to the Feds. Recently a letter of inquiry was made to the MacArthur Foundation for \$400,000 in hopes of finding support for the DMC cause. Therefore ICJI would be interested in becoming a vital asset to this committee. In the upcoming future ICJI will be hiring a full-time DMC Coordinator to serve as a liaison for the different committees, organizations, and coalitions interested in DMC. Quest participants will also be a vital tool as 75-80% of the data is gathered from there. Full implementation is scheduled for 2006. This is where all juvenile departments, sheriff departments and residential facilities capable of detaining kids will have to input data. Quest will make retrieving data more accessible and user friendly. For example information will be broken down to geographic area and race.

A good reference tool for the committee to read is available on the OJJDP website stating the 7 Strategies and Evaluation Tips for Decreasing DMC. In addition information is available discussing four states and their progression in addressing DMC. Another tool that may be of interest to the group would be the Wheel – for important decision making. The wheel identifies for what reasons things/people are reported.

Additional Comments:

Heather Bolojack (E.D. ICJI) will be meeting with Director Payne in regards to being able to obtain Residential data.

Rick will be getting together with Dan Carmin and Sheriff Anderson in Sept. or Oct. to identify some of the rising issues and concerns. He is willing to discuss DMC as a concern and tie all information together illustrating the correlations. This could make it a possible core goal for the year.

The next meeting will be held Oct. 13 from 9:30 am – 11:00 am. Please meet with your sub-committees prior to the meeting.

Something to think about: Timeline for committee work.